

From: [Adrienne Heim](#)
To: [Carroll, John \(BOS\)](#)
Cc: jharding@ifpte21.org
Subject: Government Audit and Oversight Committee Item # 3 Public comment
Date: Thursday, October 15, 2020 2:52:19 PM

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Public Comment for Agenda Item # 3 Affirming the Board of Supervisors' Commitment to Advancement of Racial Equity in the City and County Programs, Policies and Services

Hello Chair Mar and Supervisors Walton, Peskin, and Haney,

Thank you for bringing this item up for discussion and critique.

My name is Adrienne Heim and I work for the SFMTA. I'm part of the SFMTA Black and African American Affinity Group (BAAAG), member of the Black Employee Alliance (BEA), and a Local 21 member.

I want to echo the sentiments expressed during the public comment period and I thank HRC Director Davis for reporting out and I thank all of the department directors for presenting.

I do want to make it clear that we need to have continued and concise communications from City Hall, BoS, and CCSF departments about what actions will be taken to rectify this noxious/vile behavior and process under DHR/EEO and other CCSF departments.

We also need to have the planned actions adequately staffed and funded in order to see real change occur.

Best,

Adrienne Heim

From: [Vivian Araullo](#)
To: [Carroll, John \(BOS\)](#)
Subject: Public Comment re EEO: Local 21 Members
Date: Thursday, October 15, 2020 2:25:00 PM

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Ernie Banks (DPW)

Supervisors, good morning. My name is Ernie Banks, a member of Local 21. I was wrongfully terminated last week, and it all happened because I went to EEO where I expressed anger over being disrespected by management.

On May 5, 2020, I filed a retaliation and discrimination case with EEO against the Acting City and County Engineer Susan Suskind for punitively selecting me for DSW assignment, to drive potentially infected Covid -19 patients to a testing center. I was selected for this assignment after a disagreement with her during a meeting.

Apparently, the Acting City and County Engineer was not aware or did not care that blacks are disproportionately affected by this virus. I was threatened with punishment if I did not accept the next assignment.

Fast forward to July 27, 2020, I speak with my EEO rep and I voice frustration at the lengthy process and discuss that I am being met with resistance at every turn in my effort to go on leave as part of a vulnerable population.

Later that same day I was hit with a cease and desist order, placed on paid administrative leave, eventually leading to a Skelly hearing and removal from employment. EEO commentary played a major role in my ultimate dismissal due to their racially biased interpretation of my words of frustration.

To add insult to injury, the EEO Rep called me the first week of October to inform me his supervisor was let go and that they are going to reinvestigate my case, with him remaining my case manager.

What rational human would have any faith or confidence in this process or organization?

I think there is a confidence crisis in SF leadership and to avoid any

hints of misconduct it is imperative these types of cases be handled by an outside arbitrator.

Thanks again for the opportunity to speak.

###

Richard White (MTA)

Good morning supervisors. My name is Richard White. I am an accountant at MTA-Muni and a member of Local 21.

Before this current assignment, I had filed numerous cases of racial discrimination at my former job at OCII where I was the only black accountant. I noticed that I would be reprimanded and investigated for errors, while my coworkers were not, even when they made the same work errors. I believe it is because I am black that I was constantly singled out for discipline at work. The toll of working in that toxic work environment was depressing and demoralizing, and left me emotionally and psychologically drained.

I had filed 2 official complaints of racial discrimination. The result of these complaints left me looking for a new assignment after working at OCII for fifteen years. I had no confidence that my complaints were being taken seriously.

As a black employee in CCSF, I feel my only recourse is to seek justice outside of the system, which is why I needed to hire outside counsel, because how my cases were handled has caused me to lose confidence in EEO and HR.

I am a member of the Black Employee Alliance, and I support the call for a top to bottom housecleaning of EEO and DHR, and hiring an outside investigator to ensure credible findings will be the only way to go.

We do not want the status quo to continue. With all due respect to Carol Isen, she is part of the status quo.

We want real reform.

Thank you.

###

Mar Bustos (PUC)

Good morning Supervisors. My name is Mar Bustos, I am president of Local 21's Field Operations Chapter. I am a construction inspector at PUC. I am here because I myself have been a victim of discrimination and bullying, and I am aware that many in my chapter, black and other people of color, have experienced the same.

As a brown employee I am here to express solidarity with our black coworkers throughout the City and County of San Francisco. We are very discouraged to learn about the loss of faith in the EEO and DHR due to bad practices, and even more discouraged to learn that the system of justice that we workers rely on, does not dispense justice at all.

I am here in support of the Black Employee Alliance and to call for the following:

1. Create and implement clear and transparent EEO investigation policies and practices across all departments.
2. An immediate and expedited investigation of EEO and DHR by a credible external investigator that is not part of the City and County of San Francisco's system, to restore our workers' trust and faith
3. A temporary freeze on EEO's activities, including making determinations and investigations, until such time that a credible investigation of EEO/DHR has been concluded.

Thank you for your time, supervisors.

Vivian Z. Araullo
Representative/Organizer
IFPTE, Local 21
1167 Mission Street, Second Floor
San Francisco, CA 94103
415.864.2100 Local 21 Main
Website: www.ifpte21.org
*Your union **matters**. Join your union **today**.*

From: [nikki mixon](#)
To: [Carroll, John \(BOS\)](#)
Subject: Government Audit and Oversight Committee
Date: Thursday, October 15, 2020 11:47:14 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Thank you supervisors for announcing your commitment to racial equity.

Corruption and racism should be treated equally in the City and County of San Francisco.

As a city-wide shop steward for the Laborer Local 261 and a 20 year City Employee of African Decent, I have seen my share of racism and sexism in hiring practices, in disciplinary actions, and in employee performance reviews. The about experiences has been personal and experienced with my other union brothers and sisters. Laborer's Local 261 should be at the table when discussing these issues, we have a large African American membership in the City and have a host of concerns in regards to Racial Equity.

I support the BOS commitments to examining all the City policies, programs and services for racial equities.

I would also like to add Inspector General to oversee, the supervisors efforts and to keep the City honest in addressing these issues.

There has been great harm inflicted on to the African American Employee population, and the African American Residential population of the City.

A lot of African American employees grew up in San Francisco in segregated public housing, had attended segregated schools with lack of resources, and now work for the City and County of San Francisco as employees in a hostile racist working environment.

When and where does this stop?

Deshelia Mixon

Local 261 City Committee Chair
Black Employees Alliance Member
Public Works Employee

From: [Francine Austin](#)
To: [Carroll, John \(BOS\)](#)
Subject: Agenda #2 (Workforce Programs and African American Unemployment and Economic Mobility) Comment on corruption of EEO compromised position & and IFPTE Union 21's proposal for independent audit
Date: Thursday, October 15, 2020 11:10:14 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I, Francine M. Austin, an SFDPH employee who has survived 4 years of discriminatory actions in my work unit and witnessed the EEO & DHR's unethical orientation, completely support IFPTE Union 21's proposal for CCSF to promote accountability & corrective practices in these divisions. From my experience, the EEO & DHR's performance priority is narrowly focused on the immediate benefit for CCSF and reducing the institution's litigious liability-- without establishing accountability for the implementation of corrective actions to deconstruct/dismantle callous, systemic biases. This silo perspective perpetuates harm upon racially oppressed employees. Please endorse IFPTE's proposal! Thank you!

From: [Shawna Sherman](#)
To: [Carroll, John \(BOS\)](#)
Subject: Public Comment on 181229, 10/15 hearing of Government Audit and Oversight Committee
Date: Thursday, October 15, 2020 9:33:01 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

I am a member of the Black Employee Alliance and agree with the recommendations below:

- Appoint a Citywide Inspector General to specifically focus on racial bias and racism, who has the authority to resolve issues pertaining to employee complaints and findings of racially discriminatory behavior. The person should have a combination of experiences in anti-racism work and Human Resource practices and operations specifically. This person should report directly to the Mayor and have a team of individuals who specialize in triaging problems within departments and taking swift action to hold “racially biased bad actors accountable.” in the areas of:

§ Hiring and Promotion Inequality

§ Pay Inequality

§ Employee and Performance Support Issues

§ Discipline: Suspensions, Terminations, Medical Releases

The Inspector General could also lead efforts on the following also:

- o Reopen all complaints filed by Black employees during the tenure of Director Micki Callahan (dating back to 2007) and reinvestigate them thoroughly and properly.
- o Abolish DHR-EEO system and swiftly locate an external agency to provide oversight over all Citywide EEO investigations.
- o Contact all former employees who may have been unwillingly terminated before, during, and after they filed discrimination and/or harassment complaints with the San Francisco Department of Human Resources – and reexamine the reasons why they may have been retaliated against, as well as the details behind their claims, to ensure the cases were properly investigated.
- o Ensure EEO staff currently working in DHR and across the City, receive retraining offered through the Department of Fair Employment and Housing.
- o Offer a public apology to Kathy Broussard for the humiliation, degradation, and pain caused to her by the City and County of San Francisco; reinstate the alleged forged settlement agreement and potentially compensate above amounts offered in the original agreement for the humiliation and pain caused to her.
- o Require ALL department heads, managers, supervisors, and HR staff Citywide to complete a minimum of 24-hours of anti-Racism training (not implicit bias) with a specific emphasis on anti-Blackness. The training should be delivered by professionals with extensive backgrounds in Critical Race Theory – and not through DHR Workforce Development. The Racial Equity Foundations training offered by GARE,

currently offered through the Human Right Commission is a nice follow-up; could serve the purpose, but needs to be 3-times longer with more emphasis on the pervasive, long-lasting impacts and effects of racism (i.e. internalized superiority/inferiority, racial bias, colorism, intersectionality, etc.): AND to complete a minimum of 8-16 hours of anti-Racism training every two years

- o Issue a moratorium on all disciplinary actions to Black Employees, until such time that the full faith and confidence of Black employees is restored, through the City proving that there are processes in place to ensure balanced treatment of all employees.

- o Examine all “Civil Service” exam lists for the last 10 years were Black employees ranked #1 or extremely high, and were passed over for someone with a lower rank, in a different racial group. An example of this is Niger Edwards, a Black female who ranked #1 for a Principal PCS HR Analyst position last year, yet DHR Employment Services Director Anna Biasbas chose Peter Rosel, a White male, who ranked below Niger Edwards on the list, due to scoring lower on the test; or [Dennis Mars](#) a Black male who also ranked #1 on the list for a position at the Department of Public Health but was also not selected who. Ensure a full and complete “good-faith” audit is completed to scope-out instances where Black employees were cheated out of positions and implement strategies to ensure this does not happen moving forward.

- o **Race Equity Audit of SFDHR and Citywide Departmental Practices and Policies** – Benefit/burden analysis of SFDHR and Citywide Departmental policies would identify policies and practices that have clearly racialized impacts (that we only now know of anecdotally)

- o **Race Equity Audit and Workforce Equity Analysis of Civil Service Rules**

- o A benefit/burden analysis of the Civil Service Rules and amendments would get at the heart of some of the deeply entrenched, structural racism and anti-blackness in the very rules we follow to recruit, hire, dismiss, discipline, and promote, compensate, etc.

- o 360 Evaluations for leaders/managers/supervisors issued by the Human Rights Commission, by department to all Black employees at the City and County of San Francisco.

- o Monitoring of racialized use of TEX/PEX, and Appointed Acting positions (which are typically used to advantage and advance White and non-Black staff across the City, in high-level management positions) – as well as direct appointment, contracting out of city jobs

- o Alleviate deidentification resolution and implement a rule that prohibits skipping over Black people who rank #1, #2, #3; and/or passed over to hire non-Black staff. Ensure higher department head approval in cases where this happens.

- o Roll-Out 360-Degree Racial Competencies Leadership Surveys for Managers who manage Black and Brown employees; twice per year – along with 2-hour feedback debriefing sessions to hear from employees. Tie end of year MEA M CCP recommendations to departmental Racial Equity Action Plan outcomes and 360-degree feedback from employees.

Reinstatement of Black employees who have lost their jobs or moved on due to racial discrimination, harassment, and retaliation.

Thank you,

Shawna Sherman

Acting manager, African American Center

Co-chair, SFPL Racial Equity Committee

Received w Committee
5.17.17



Senator Dianne Feinstein
Washington, D. C.

October 7, 2016

Black American Political Association of California
PO Box 741336
San Diego, California 92174-1336

Dear Friends:

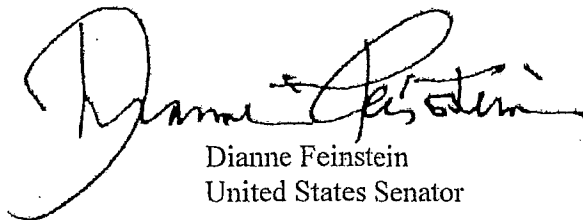
It gives me great pleasure to extend my warmest greetings to all who have gathered for the Black American Political Association of California's 38th *Annual Statewide Hall of Fame Convention*. And a personal special welcome to my longtime friend, Percy Pinkney's choice for this job, and long-time proven community leader, Bishop Ted Frazier.

Since its inception, BAPAC's various programs and workshops have provided resources to those in need on topics ranging from healthcare and education to home retention and job placement. Through its commitment to the goals of strengthening and educating the citizens of California, BAPAC has made a profound and positive impact on the lives of many and will continue to do so for many years to come. That commitment is evident in this year's theme of "Rebuilding the Middle Class and Reclaiming the American Dream for all Americans."

I would be remiss not to mention my great friend and staffer Percy Pinkney. While his loss continues to be one with which I struggle, as I am sure all of you do, let us all remember that Percy would want nothing more than for us to continue to work tirelessly to support the economic, social, and cultural growth of California's African American Community. Moreover, I am happy to support BAPAC's project ideas of establishing the Percy Pinkney Learning Center in the Fillmore Jazz Heritage Center. Just keep me informed with the progress, and please know that if there is anything I can do, I will.

As your United States Senator representing the State of California, I commend the Black American Political Association of California for its tremendous achievements and contributions. Please accept my best wishes for a most memorable event.

Sincerely yours,



Dianne Feinstein
United States Senator

May 17, 2017

Honorable President of the Board of Supervisors
London Breed, and fellow Supervisors

With Attorney General Jeff Sessions in that office. The scenario we see that will best benefit our community and city, is using the community to run the building with the help of SFHDC* using the Fillmore Jazz Heritage Center as SFHDC's, A/V, digital media & currency exchange departments, we are calling this department, The Percy Pinkney Learning Center for practical Life Skills. By doing this we will be involving Senator Feinstein and hopefully have her to postpone payment of \$6 million HUD loan for 1 1/2 years. Your agreement with this, we will ask the Senator for her approval.

Postponing the \$6 million for 1 1/2 years will give us the opportunity to use a fraction of the \$6 million to get the building up and running, for the first year, everyone working on this project would receive a training stipend from the Janitor to the Managers and Director, because we will all be learning how to successfully run the venues which as never been operated correctly.

Start-up cost

1. Restaurant & Bars, clean-up replace components were necessary.
2. Theater, get production camera's fixed or replaced, put in video control console.
3. Screening-room, put in theater curtains, hi-speed Internet, camera system.
4. Install Solar Collectors, already approved by PUC Head, Mr Kelly.
5. Put in KPOO 89.5 FM Radio, broadcast connections.

Staffing

- | | |
|----------------------------|--|
| 1. Project Manager | Ted Frazier, BAPAC State Rep. |
| 2. Executive Director | Velma Landers |
| 3. Entertainment Manager | Bobby Webb |
| 4. Building Manager & Host | Tamika |
| 5. Special Projects | Ken Johnson |
| 6. Recruitment | Rico NCLF* |
| 7. Administration | Tempi / Majeid Renaissance Parent of Success |
| 8. Security and Training | Chief Pirestly SPOA* |
| 9. Legal Matters | Daniel Landry |

*Meaning: *NCLF New Community Leadership Foundation

*SPOA Special Police Officers Association

*San Francisco Housing Development Corporation

Ken Johnson, Former
President Fillmore Bay Area Media Group
415 767- 9613

May 17, 2017

Honorable Supervisor London Breed and Fellow Supervisors.

Hearing Attorney General Jeff Sessions, is directing federal prosecutors to seek "the most serious criminal charges against suspects, a move that will result in severe prison sentences – and is expected to reverse the recent declines... in the overcrowded federal prison systems. Hearing this brings chills to me thinking about my people, and what Addition (formally Yoshi's) can do in the right hands to lower crime in the area, by providing practical job and career ready skills to our community members.

It seems to me, San Francisco City government has been committing genocide against SF's black communities for decades as you will see in the various news paper articles below. According to Webster's Dictionary: The Legal Definition of genocide is... acts committed with intent to partially or wholly destroy a national, ethnic, racial, or religious group, and that is what this city has done for decades and is doing now.

In the 1940s and 1950s the Fillmore District was a music destination, boasting two dozen active nightclubs and music halls within a square mile. The late Maya Angelou spoke of the Fillmore District's legacy in her groundbreaking work "I Know Why the Caged Bird Sings. this area was called the Harlem of the West "The Fillmore District's" jazz legacy nearly vanished in the 1960s due to redevelopment.

Over the following two decades, a visible African American presence established itself in the Western Addition neighborhood around Fillmore Street. This included a vibrant jazz and rhythm-and-blues nightclub scene that featured such artists such as Duke Ellington, Louis Armstrong, Billie Holiday, Count Bassie, Thelonious Monk, Ella Fitzgerald, James Brown, Sugar Pie, Bobby Spider Webb, BB King, Bobby BlueBan and so many others. When Justin Herman took control of the San Francisco Redevelopment Agency in 1959, he oversaw the razing of much of the Fillmore and the forcible removal of Black residents from the neighborhood, bringing an end to the Fillmore jazz era.
(Genocide)

During the 1960s and 1970s, redevelopment agencies across the country were buying up huge tracts of land for the purposes of implementing redevelopment programs, using urban renewal grant funds from the federal government. This program was generally referred to as the "Urban Renewal Program" authorized by the U.S. Congress, which set federal standards for urban renewal under Title I of the Housing Act of 1949. This program, which displaced thousands of people from their homes and businesses, also occurred in San Francisco, most dramatically in the former Western Addition A-2 Redevelopment Project Area. (Genocide)

"We are aware of the fact that 97 percent of the cost of the development of the commercial parcel of the Fillmore Heritage was financed by the city from property taxes. It is also evident that the city provided over \$20 million in tenant improvement funds to the developer and the commercial tenants in the facility including Yoshi's.

Not a single repayment of the loan was made in the last eight years by the developer or the operators." Yet, it added, the city forgave a \$5 million loan to Kajimura, (owner of Yoshi's) got nothing in return and then turned the building over to Johnson, "who had no club, restaurant or management experience" and reportedly owes the city from \$30 to \$40 million. "The predictable result was that the

facility which was once grossing over \$11 million per year ended up closing its doors within six months of the change in ownership," the letter stated. "The facility closed without even being able to pay its PG&E bill."

As a gaggle of City Hall lawyers and bureaucrats scramble to sort out a massive financial debacle of their own making, the cavernous jazz club, restaurant and bar complex at 1330 Fillmore formerly known as Yoshi's San Francisco, is now up for sell.

Purpose for which the Property was Acquired,

The SFRA originally acquired the land on which the Fillmore Heritage Center now sits with urban renewal funds provided through a federal Loan and Grant Contract dated December 27, 1956 (Contract No. Calif. 2-2 (LG)), which was approved by the U.S. Department of Housing and Urban Renewal (the "HUD Contract"). Under the HUD Contract, the SFRA was required to use the federal funds to carry out redevelopment activities in accordance with the local redevelopment plan and the federal urban renewal standards.

In 1995, the San Francisco Redevelopment Agency, which had previously decimated the Fillmore neighborhood, launched the mismanaged Fillmore Jazz Preservation District project. The mandate had been to commission permanent interpretive art installations, offer financial support for Black businesses, and establish jazz venues such as Yoshi's as well as the Jazz Heritage Center, but failed to meet this mandate. This Federal mandate was to benefit the Fillmore community who had been severely wronged for decades. now the building is for sell, without ever meeting this Federal mandate to help the Fillmore community.

This letter is intended to stop all efforts to sell the black community's heritage and legacy, The Chinese was give our first main library for \$1, The Gay community was given \$Millions to bail out its community center, recently the city has put aside \$Million to protect people that are here illegally.

We will explain our plan of action on Wednesday, May 17th at 10:00am at the Board of Supervisors Chamber at City Hall and how it can help "The State of African American Employment and Economic Mobility in San Francisco".

Ken Johnson, Passed
President Fillmore Bay Area Media Group
415 767 - 9613
Brighten your day.



Code Tenderloin is a non-profit which works to remove barriers that keep people from securing long-term employment. We believe that homelessness, prior substance abuse, prior incarceration, or other barriers should not define a person's future nor disqualify them from securing jobs. We prepare our program partners to succeed in the workplace with a unique curriculum that covers technical skills, soft skills, interview prep, resume creation, 1-on-1 mentorship and off-sites led by some of the best tech companies in the Bay Area, such as LinkedIn and GitHub. In addition, we offer the Code Ramp program in which partners learn the basics of front-end web development (HTML, CSS, JavaScript) through an intensive five week curriculum developed by Hack Reactor. In order to ensure that our partners are in the best position to work with us to secure long term employment, we also provide wrap around services which address more immediate needs, such as housing, food, transportation, and health, as well as, job specific requirements, such as clothing or licensing fees.





I want to share some of our more recent successes so that you are better able to understand the positive impact Code Tenderloin is having on our community.

Since August 2016, we have placed over 50 people in jobs, including Shelley Winner who began working at the Microsoft Store in Westfield Mall this month and Mariah Sapp who has worked for the Port of San Francisco since November 2016.

Other program partners transitioned into additional training/education. Preston Phan was just accepted into LinkedIn's new REACH apprenticeship program. Another program partner, Hazel Kirtis, was accepted into the TechSF program.

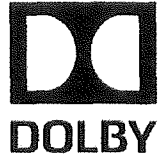
We believe in partnering with people and organizations in the community. We have 46 volunteers who generously give their time to assist and enrich our program. We also partner with many community organizations, such as, St. Anthony's, Glide, Compass Family Services, and Downtown Streets Team. In addition, numerous tech companies are involved with Code Tenderloin, such as, LinkedIn, ZenDesk, GitHub, Checkr, Dolby, Twitter, Spotify, and Alpine Data.

Recently, Code Tenderloin reached an agreement with the Union Square Business District to train their Ambassadors.

We are asking for financial support in 2017 to continue our efforts to help those with barriers secure long term employment which positively impacts our community economically and socially.

Thank you for your consideration,

Del Seymour
Code Tenderloin Director
[\(415\) 574-1641](tel:(415)574-1641)



May 1, 2017

To Whom It May Concern,

I am pleased to write a letter of support on behalf of Code Tenderloin. Dolby Laboratories has worked closely with Code Tenderloin on their Job Readiness Program for the past 18 months. We have met many of the Code Tenderloin participants and graduates and have been very impressed with their abilities and dedication to finding meaningful work.

In addition to partnering through financial and volunteer support, our in-house food service provider Epicurean has hired Code Tenderloin graduates for positions in the Dolby Café.

We have been very pleased with the impact Code Tenderloin on people's lives and we look forward to continuing to work together as the program grows to help even more people gain skills and find jobs in our local community.

Sincerely,

A handwritten signature in black ink that reads "Joan Scott". The signature is written in a cursive, flowing style.

Joan Scott
Director of Community Relations
415-624-5712
joan.scott@dolby.com



RE: Code Tenderloin.

del seymour <tlwalkingtours@gmail.com>
To: Elon Glickman <eglickman@chp-sf.org>

Thu, Apr 27, 2017 at 3:42 PM

This is awesome man thank you

Del Seymour
Director of Union Square Walking Tours
Code Tenderloin Director
Tenderloin Walking Tours Founder
St.Francis TL HIP Board Member
Local People Without Homes Coordinating Board Member
Swords To Plowshares Director
Gubbio Project Director
Better Market Street Project Committee Person
(415) 574-1641

On Apr 27, 2017 11:21 AM, "Elon Glickman" <eglickman@chp-sf.org> wrote:

Hey Del,

Below is a list of all the referrals that we've received from Code Tenderloin. The asterisks represent anyone who never signed a release of information. In terms of numbers and stats, we have received a total of 21 referrals, 8 of whom attended Learning Academy, and then of those attendees were hired by Solutions SF. Lastly, of the SSF hires, one was let go after nearly 8 months of employment, two are still employed by Solutions SF, and two have transitioned to full time positions, If you'd like percentages, 38% of your referrals have attended the Learning Academy, and 23% have been successfully hired by Solutions SF. Let me know if you'd like anything else!

Referrals:

<u>Last Name</u>	<u>First Name</u>
Fulker	Alonzo
Thomas	Tsaba
Foster	Shonte "Shon"

Young Dyhemia

Hill D'Mond

Flikki Tiffany

Sanford Kenneth

Marshall Donta

Davis Brenda

Jenkins Emil

Jacobs Dale

Weber Denise

Walters Leoshisia "Leo"

Davis Mone'

Brown Penny

Successful Hires to Solutions SF:

Davis Mone'

Thomas Tsaba

Fulker Alonzo

Jacobs Dale



May 1, 2017

Mayor Edwin M. Lee
City Hall, Room 200
1 Dr. Carlton B. Goodlett
San Francisco, CA 94102

Dear Mayor Lee,

On behalf of Twitter, I am writing to express our support for Code Tenderloin which works to move adults into entry-level local tech jobs by removing barriers to employment through providing trainings, clothing, childcare and transportation.

Twitter hosted the first Code Tenderloin graduation event over two years ago. Since then we have provided financial support in 2015, 2016 and 2017 for their job readiness training program which benefits underserved residents of the Tenderloin community. In addition, Twitter have offered one to one mentoring for Code Tenderloin student partners through volunteers, space for various meetings and support for the Tenderloin Walking Tours.

We celebrate Del's drive and vision to help people cross Market bridging the worlds of tech and the Tenderloin. We are grateful for his approach collaborating across sectors and giving our neighbors dignity and an opportunity through Code Tenderloin programs.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Caroline Barlerin', is located below the 'Sincerely,' text.

Caroline Barlerin
Head of Community Outreach & Philanthropy



Glide x Code TL

Barbara Lin <BLin@glide.org>
To: del seymour <tlwalkingtours@gmail.com>

Mon, May 1, 2017 at 5:17 PM

"Glide and Code TL are collaborative neighborhood partners working together to create employment opportunities. Code TL offers an intensive Job Readiness course that Glide sends both current staff and Workforce Development interns to. Glide is able to provide any case management and other referrals and linkages to Code TL's general clientele that may be in need of holistic services"

BARBARA LIN

Senior Manager of Programs


GLIDE 330 Ellis Street, San Francisco, CA 94102

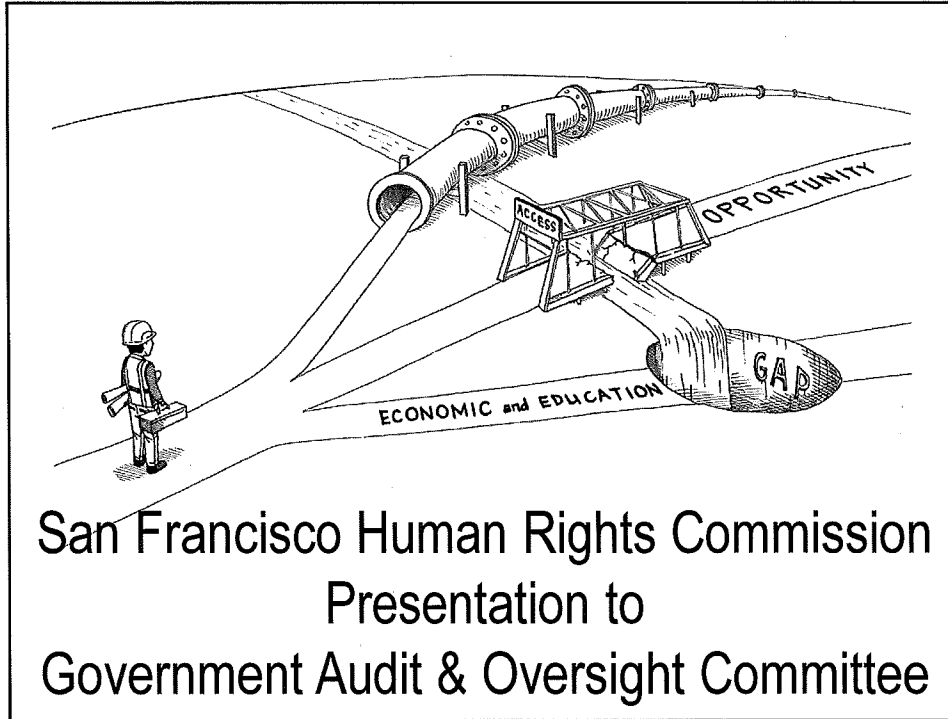
415-674-6062 | blin@glide.org

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	A	B	C	D	E	F	G	H	I	J
1										
2	Item	Monthly Cost	Annual Cost	Notes						
3	Program Head (Del)	\$2,500.00	\$30,000.00							
4	Vehicle Allowance	\$376.74	\$4,520.88							
5	Grant Writer	\$500.00	\$6,000.00							
6	Admin (20 hrs wk x \$20/hr)	\$1,600.00	\$19,200.00							
7	Admin cell phone	\$77.00	\$924.00							
8	Partner Workshop (HU)	\$100.00	\$600.00	Note: expense incurred every other month						
9	General Office	\$150.00	\$1,800.00							
10	Student Costs	\$500.00	\$6,000.00							
11	PianoFight rent	\$500.00	\$6,000.00							
12	CFNM rent	425	\$5,100.00							
13	Office Supplies & Equipment	\$600.00	\$7,200.00							
14	Phone service	\$60.00	\$720.00							
15	Internet & Website	\$40.00	\$480.00							
16	Fiscal Sponsor Costs (IAM)	\$1,100.00	\$13,200.00							
17	Program Director	\$5,000.00	\$60,000.00							
18	Program Recruitment/Outreach	\$360.00	\$4,320.00							
19	Program Security Personnel	\$360.00	\$2,160.00	Note: this expense incurred every other month						
20	Website Development	\$800.00	\$9,600.00							
21	Training	\$645.00	\$6,540.00							
22	Program Printing	\$150.00	\$1,800.00							
23	program Advertising/Marketing	\$200.00	\$2,400.00							
24	TOTAL		\$188,563.88							
25										
26										
27										
28										
29										
30										
31										

Sheet1

 Explore

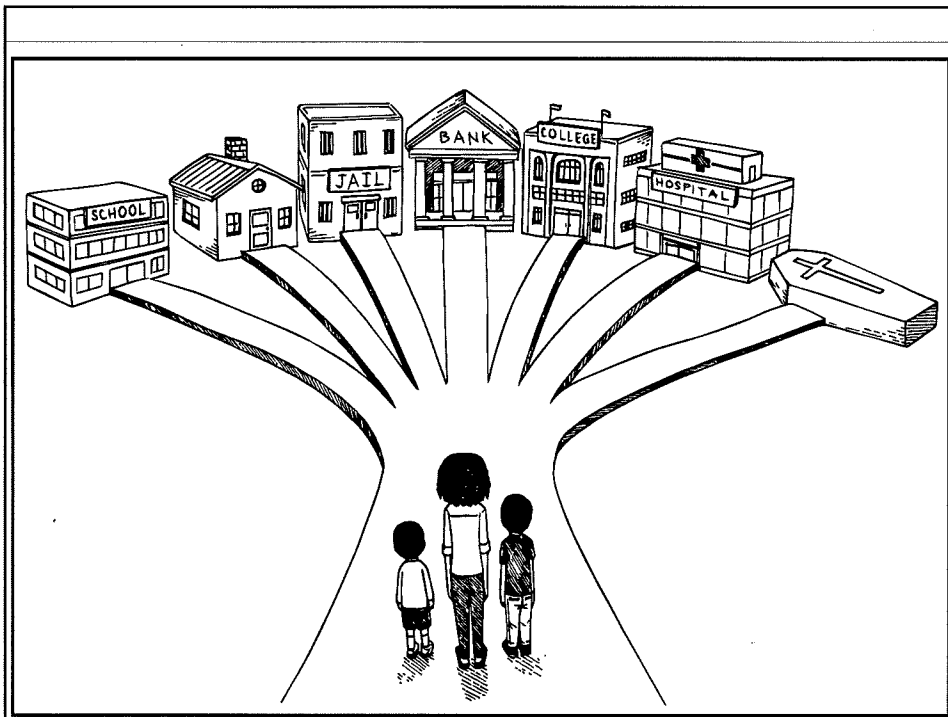


HRC Programs to Address Issues of Disparity

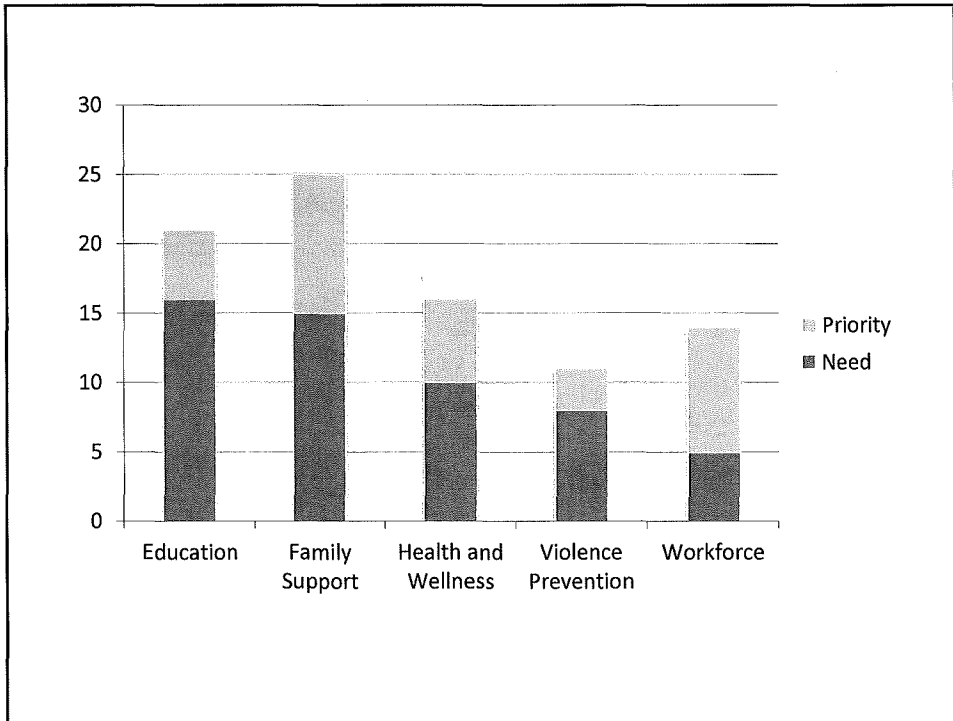
- **Engineering for Equity Program**
 - The "Engineering for Equity" program advises City departments on how to reduce disparities in government services.
 - The program consists of customized trainings for city departments. The trainings focus on:
 - Assessing Conditions – Asking questions and finding gaps.
 - Building Bridges – Developing relationships with community.
 - Creating Ladders – Where does programming lead to?
 - Cultivating Collaborations – Working with city/community stakeholders.
 - Considering Impact – Is it working?
- **Black to the Future Collaborative**
 - Call-to-action for African American community empowerment in SF
 - City-supported, community-driven collaborative to connect African American youth and families to a continuum of services
 - Capacity-building with service providers in the areas of Workforce Development, Family Support, Health/Wellness, Education, and Violence Prevention

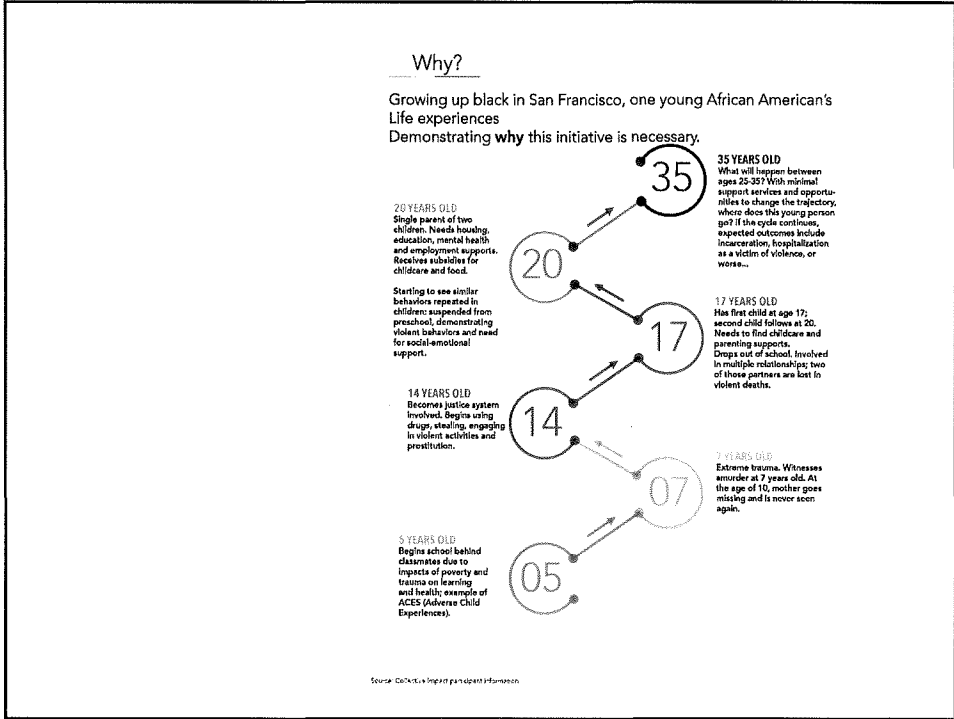
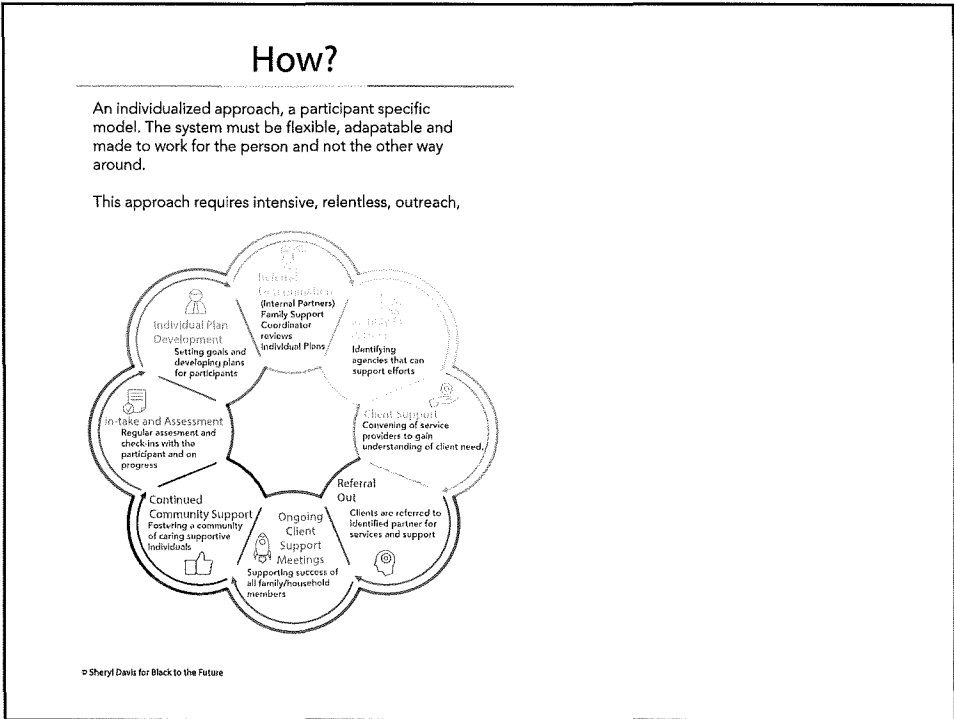
Where do we need to go?

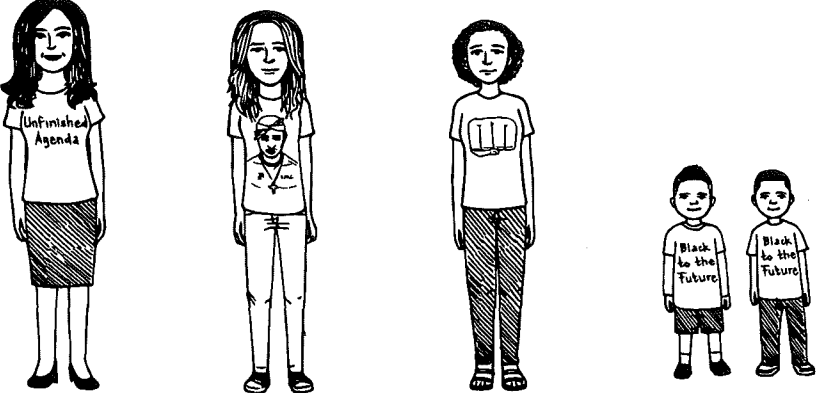
- Encourage moving from number crunching to responsive and responsible data evaluation
 - Know the demands on the service provider
 - Understand the needs of the client
 - Modify as needed



Area of Support	
Education	58%
Family Support	69%
Health and Wellness	47%
Violence Prevention	31%
Workforce	42%







The illustration shows four figures representing generations. On the left is a woman labeled 'Mother' wearing a t-shirt that says '(Un)finished Agenda'. Next to her is a girl labeled 'Daughter' wearing a t-shirt with a skull and crossbones. To her right is a woman labeled 'Grand-daughter' wearing a t-shirt with a skull and crossbones. On the far right are two small boys labeled 'Great Grand-sons' wearing t-shirts that say 'Black to the Future'.

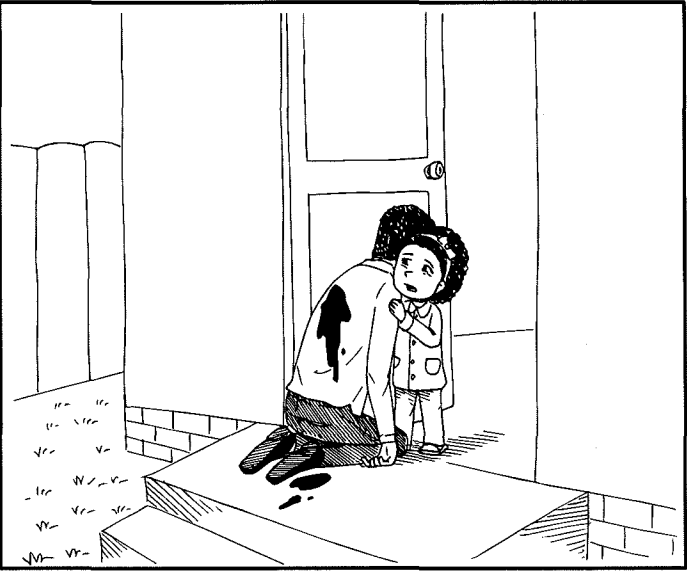
Mother **Daughter** **Grand-daughter** **Great Grand-sons**

How do generational poverty, systemic and institutional racism, trauma, and ACES factor into funding? *Mental Health: Culture, Race, and Ethnicity: A Supplement to Mental Health: A Report of the Surgeon General* highlights the impact of race and poverty on health and well-being.

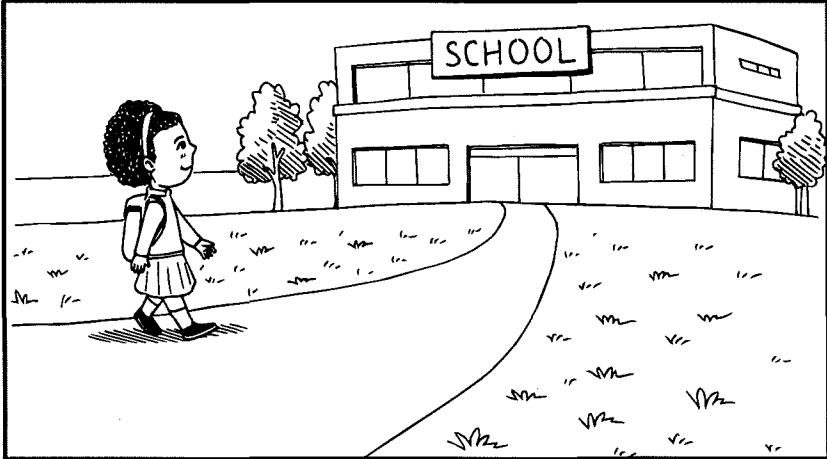
Do agencies receive additional funds for people that have experienced extreme trauma?

Do you consider organizational case loads?


The additional costs it takes someone who has lived in high crime, high poverty neighborhoods to get job ready?



The illustration shows a person in a white lab coat with a large black blood splatter on their back. They are being embraced from behind by a small child in a doorway. The scene is set in a room with a brick floor and a doorway.



Did the child receive the resources and support needed to succeed in school? Was she further traumatized by stereotypes and bias?
If we don't **prioritize culturally competent educators**, trauma-informed service providers, and compassionate mentoring that is inclusive and diverse, the gaps grows wider.



What about people who have experienced multiple traumas?

Many of us have heard of The ACES Study.

From the Center for Disease Control:

Adverse Childhood Experiences (ACEs), have been linked to

- *risky health behaviors,*
- *chronic health conditions,*
- *low life potential, and*
- *early death.*

As the number of ACEs increases, so does the risk for these outcomes.

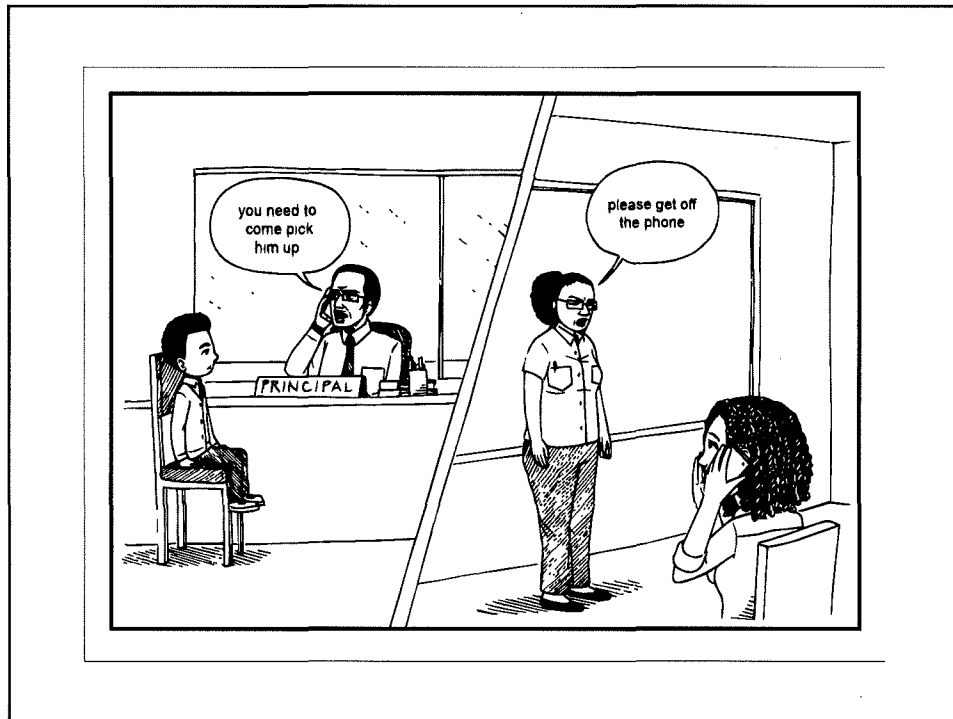
Barely half of all Black students in the United States graduate from high school, a reflection of the reality that our education system is not currently designed for every child to succeed (Advancement Project, 2010)

"If you can't read, it's going to be hard to realize dreams."

- Booker T. Washington

Value the history of students, their community and racial identity





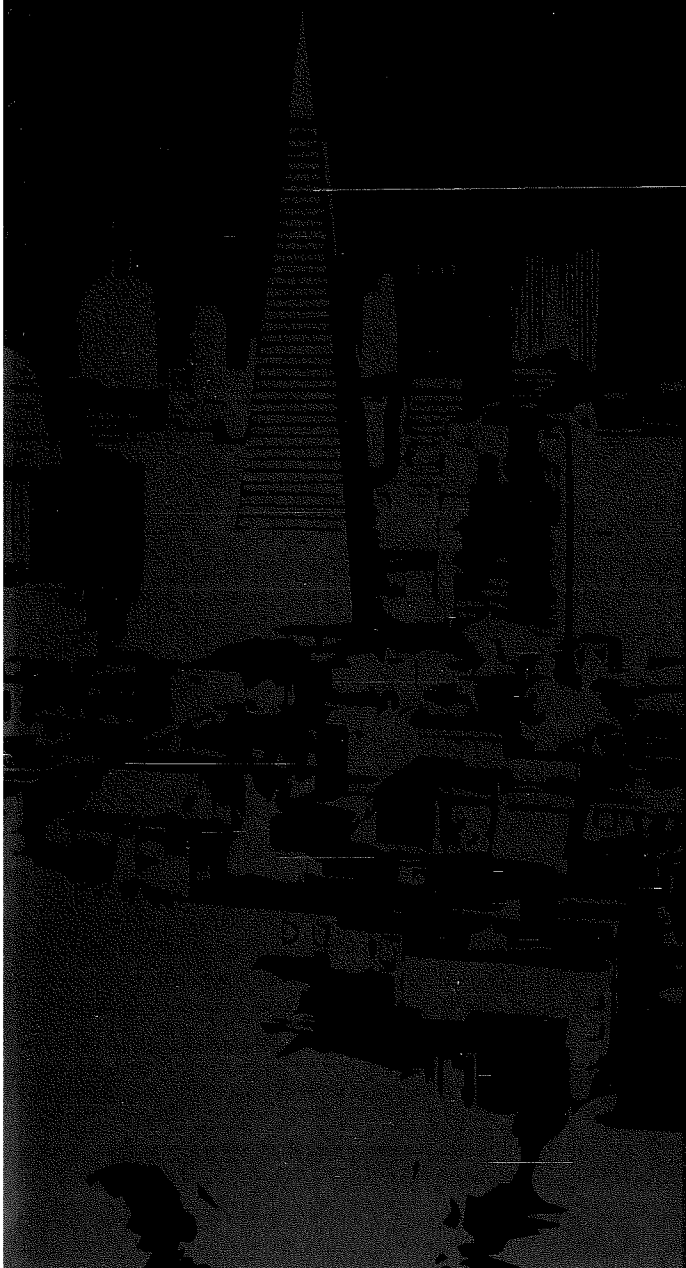
Moving from Number Crunching to Responsive and Responsible Data Evaluation

- Fewer clients, deeper work
 - Understand the needs of the client
 - Better understanding of why people are unemployed
- Deeper partnerships with Community/Service Providers
 - Know the demands on the service provider
 - Consider the supports needed for client success and compensate accordingly, through resources, support and strategy
- Stronger partnerships/alignment of resources
 - Interagency: childcare, mental health, education, transportation, etc.
- Modify as needed: If it's not working, revamp
 - Pilot programs, longer terms
 - Two to three year pilots

RECEIVED IN COMMITTEE
5-17-17

BLACK TO THE FUTURE

A CALL-TO-ACTION FOR AFRICAN AMERICAN
COMMUNITY EMPOWERMENT IN SAN FRANCISCO





BLACK TO THE FUTURE

A CALL-TO-ACTION FOR AFRICAN AMERICAN
COMMUNITY EMPOWERMENT IN SAN FRANCISCO

BLACK TO THE FUTURE is a call-to-action for African American community empowerment in San Francisco. It is a city-supported, community-driven collaborative that strengthens services in the areas of:

- **Family Support and Advocacy**
- **Education**
- **Health and Wellness**
- **Workforce Development**
- **Violence Prevention**

San Francisco's black residents aged 14 to 24 and 25 to 35 are known to have the highest unmet needs, and the latter group has the lowest connection to services of any cohort. Black to the Future's goal is to engage youth and young adults around a continuum of culturally competent services that consider their role in family, community and the overall landscape of San Francisco.

This publication is made possible by the generosity of the San Francisco Department of Children Youth and their Families; San Francisco Foundation; San Francisco Department of Public Health; and the Office of Mayor Edwin M. Lee.

BLACK TO THE FUTURE COMMITMENTS

A Quality Family Support and Advocacy System for African Americans in San Francisco will include:

- Hosting regular meetings with youth and families and providing a space for community input on current events
- Information-sharing and referrals on a range of culturally competent health and social services
- Providing trainings and workshops on topics including housing, education, violence, poverty and police brutality
- Addressing racial and economic disparities through policy advocacy and reform

A Quality Public Education System for African Americans in San Francisco will:

- Prioritize culturally competent educators, trauma-informed service providers, and compassionate mentoring that is inclusive and diverse
- Value the history of students, their community and racial identity
- Ensure that basic skills and self knowledge are attained
- Address all learning styles to promote engagement, especially with those labeled truant
- Provide job training, tutoring, and soft skills
- Hire and promote African American educators

A Quality Mental Health Services System for African Americans in San Francisco will:

- Remove stigma
- Educate families
- Integrate access with other services
- Meet the needs of the individual youth as well as the community
- Teach young people how to cope and deal with emotions in a healthy way

A Quality Workforce Development System for African Americans in San Francisco will:

- Provide progressive employment placement training opportunities that match the current job market for 18- to 34-year-old citizens, and persistence/perseverance
- Provide training for summer jobs for students and permanent jobs for parents
- Connect youth to agencies, youth development programs and employers
- Create a pipeline to careers for reentry citizens

A Quality Violence Prevention System for African Americans in San Francisco will:

- Be client-oriented and trauma-informed
- Shift drug criminalization to drug rehabilitation
- Address trauma before it results in violence
- Address overall health and wellness
- Address the following community-identified needs: accountability, community-specific programming, space and support for youth voice, and stronger collaboration and partnership

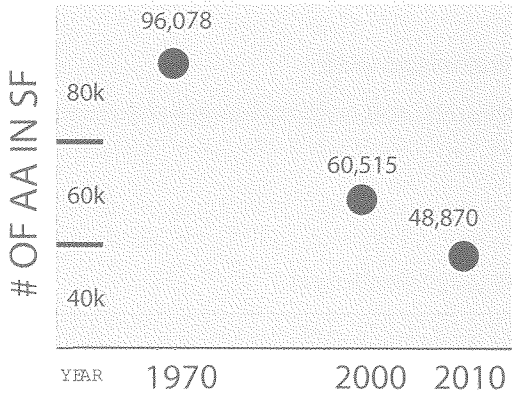
BLACK IN SAN FRANCISCO: BY THE NUMBERS

IDENTIFYING BARRIERS TO SUCCESS AND NEEDS FOR SUPPORT



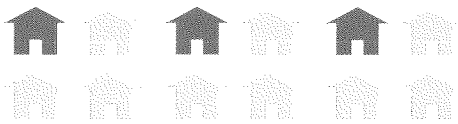
ADVOCACY & HOUSING

Declining Number of African Americans in San Francisco

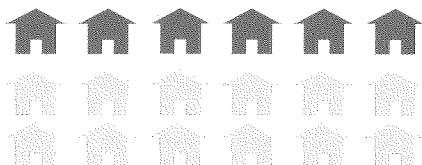


1 in every 4

African Americans in SF are living in homes with the need for severe or moderate repairs.



6% of SF residents are African American.
31% of public housing residents are African American.



MENTAL HEALTH

30%

of African Americans are "at risk for mental health illness" due to exposure to trauma.



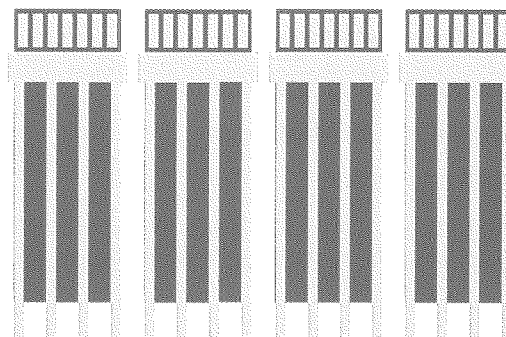
2%

of psychologists in the US are African American.



63%

of African Americans believe that depression is a personal weakness.



EDUCATION

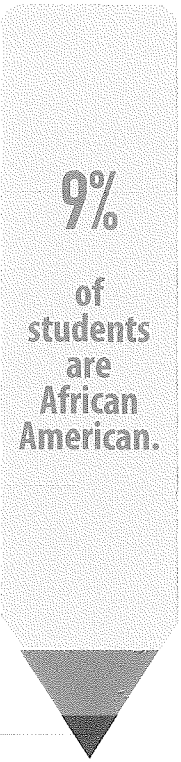
SFUSD
Total Student
Population

53,095

Nearly 5
suspension
referrals in
African Ame



ATION

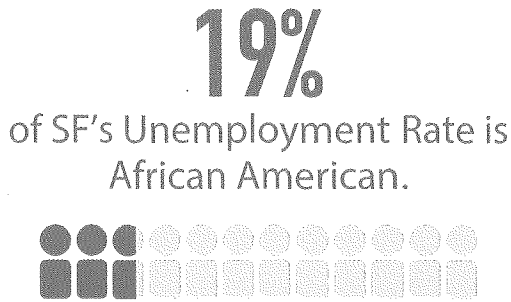
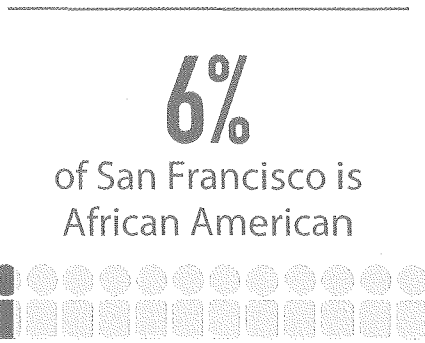


1% of all
& discipline
SFUSD are
an students.



WORKFORCE DEVELOPMENT

SF
Unemployment
Rate

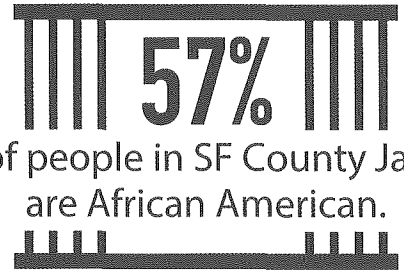


Median Income

SF Average	\$78,378
White	\$95,506
Hispanic	\$58,651
Asian	\$66,692
African American	\$29,604



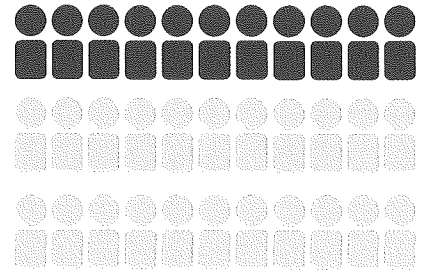
VIOLENCE PREVENTION



of people in SF County Jail
are African American.

32%

of African Americans in jail are
between the ages of 25-36.



African American
Offenses
Classified as Violent:



DREAM DEFERRED

What happens to a dream deferred?

Does it dry up

Like a raisin in the sun?

Or fester like a sore—

And then run?

Does it stink like rotten meat?

Or crust and sugar over—

Like a syrupy sweet?

Maybe it just sags

Like a heavy load.

Or does it explode?

— Langston Hughes

BLACK TO THE FUTURE PARTNERS

REV. AMOS C. BROWN

Chairman, Board of Directors, Back on Track

LANDON DICKEY

Special Assistant to the Superintendent, The African American Achievement and Leadership Initiative (AAALI)

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Executive Director, San Francisco Human Rights Commission
(Former Executive Director, Collective Impact)

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Executive Director, Bayview Hunters Point, YMCA

DIANE GRAY

Executive Director, Bayview Association for Youth
100% College Prep

CARLETTA JACKSON-LANE

Executive Director, Sojourner Truth Foster Family Agency

MARY ANN JONES, PH.D.

Chief Executive Officer, Westside Community Service

SANGITA KUMAR

Principal & Founder, Be the Change

DR. JOSEPH E. MARSHALL, JR.

Executive Director, Alive and Free

THEODORE B. MILLER, ESQ.

Hope SF

LENA MILLER

Executive Director of Development, Hunters Point Family

KIM MITCHELL

Executive Director, TURF

TEMPI PRIESTLY

Executive Director, Renaissance Parents of Success

SHAWN RICHARD

Executive Director, Brothers Against Guns

MATTIE SCOTT

Executive Director, Healing 4 Our Families & Our Nation

RANDAL SERIGUCHI, JR.

Executive Director, Urban Ed Academy

LIZ JACKSON SIMPSON

Executive Director, Success Center San Francisco

JAMES SPINGOLA

Director of Partnerships, Collective Impact

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Youth and their Families

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Executive Director, Mo'Magic
Lead Coordinator for Black to the Future

TAKAI TYLER

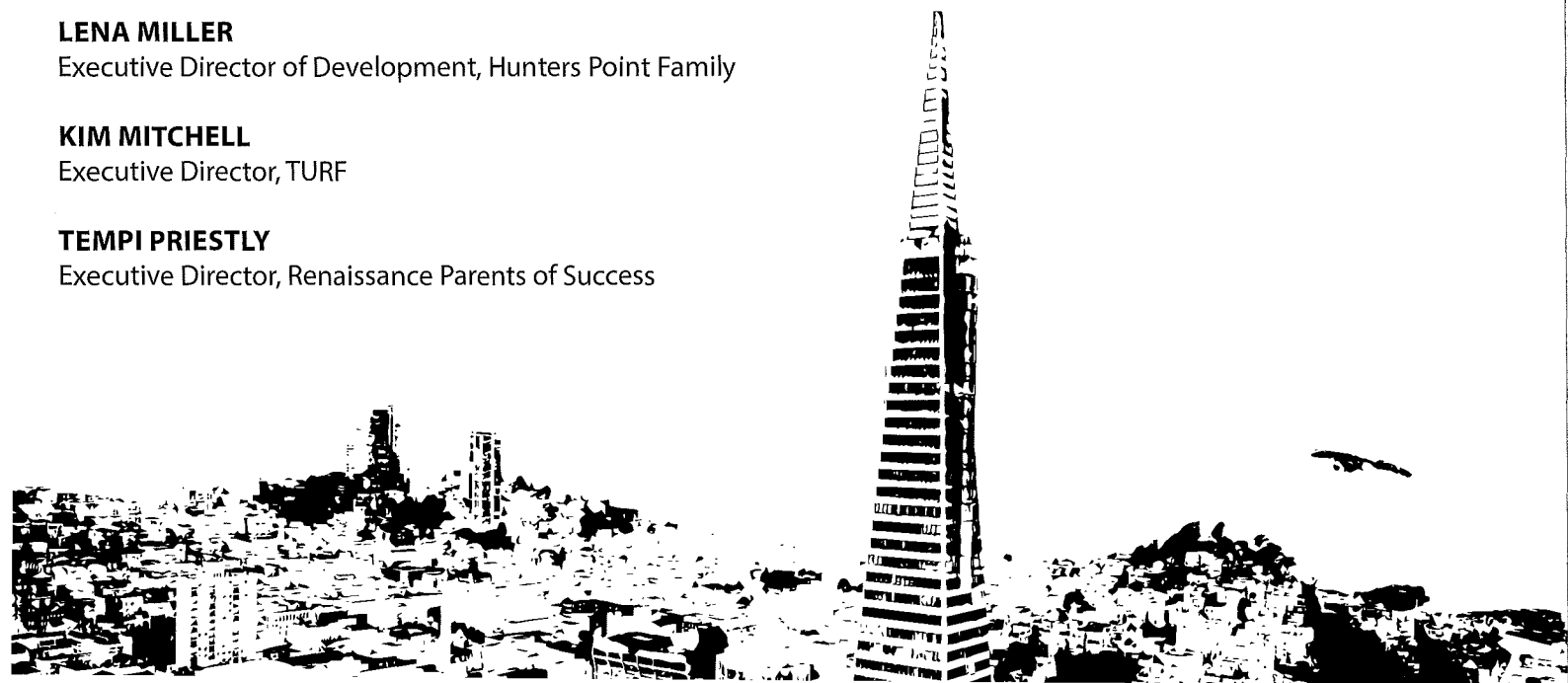
Executive Director of Programs, Hunters Point Family

NEVA WALKER

Executive Director, Coleman Advocates

SHAMANN WALTON

Executive Director, Young Community Developers
Vice President, San Francisco Board of Education



COLLECTIVE  IMPACT



For more information about Black to the Future
or the Community Safety Initiative, contact:

www.collectiveimpact.org/blacktothefuture

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